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NASA Procedural Requirements

COMPLIANCE IS MANDATORY

NPR 3713.4

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Request Notification of Change (NASA Only)

Subject: Procedures for Discrimination Complaints Based on Sexual Orientation

Responsible Office: Office of Diversity and Equal Opportunity

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Appendix A. Definitions

Aggrieved Person

A NASA employee or applicant for employment who alleges employment discrimination based on sexual orientation at the informal stage of this process.

Complainant

A NASA employee or applicant for employment who alleges employment discrimination based on sexual orientation at the formal stage of this process.

Employment Discrimination Based on Sexual Orientation

Treating employees or applicants for employment differently from similarly situated coworkers or applicants because of:

- a. Sexual orientation or perceived sexual orientation.
- b. Relationship with an individual(s) of a particular sexual orientation.
- c. Affiliation with a group that is associated with sexual orientation issues or whose membership is composed mainly of people of a particular sexual orientation or perceived sexual orientation(s), including an employee organization.

Retaliation

Retaliation refers, for purposes of this process, to retaliation for raising a complaint of sexual orientation discrimination in the complaint process, as a complainant or in some other capacity, or for opposing sexual orientation discrimination.

Sexual Orientation

Sexual orientation refers to homosexuality (gay or lesbian), bisexuality, heterosexuality, or asexuality, whether such orientation is real or perceived.

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